

GENDER PAY GAP REPORT

2022

SERVICE GRAPHICS 

Service Graphics Ltd (formerly Paragon Group UK Ltd)

Introduction

Service Graphics Ltd (formerly Paragon Group UK Ltd) are committed to developing a diverse and gender balanced workforce, not simply because it's the right thing to do, but because we believe creating a welcoming and inclusive environment will make us a better business and support our mission to provide an exceptional service to our customers.

Our Senior Leadership Team continually ensuring we reinvigorate our workforce and everyone works in a collaborative environment.

Gender pay gap report

This report details the gender pay gap reporting requirements which form part of the Equality Act 2010 (Gender Pay Gap information) regulations 2017. The regulations came into effect in April 2017, with the requirement that entities with over 250 employees publish information on their gender pay metrics.

Our Headcount on the snapshot date was 510 employees, however 34 employees were excluded due to temporary leave.

The measure of gender pay reflects the difference between the average earnings of men and women across a business, irrespective of the roles they perform and remuneration they subsequently receive. It is key to note that gender pay and equal pay are two separate metrics, as equal pay is reflective of paying male and females differently for performing the same role, similar job or work of equal value within a business.



Our data

The following results have been taken from the snapshot date of 5 April 2022.

Hourly pay gap

Median 10.2% The difference in the midpoints of the ranges of hourly rates of pay for male and female employees, by ordering the rates of pay from the lowest to highest and comparing the middle value.

Mean 12.4% The difference in average hourly rates of pay that male and female employees receive by taking all hourly rates of pay and dividing by the total number of employees in scope.

Mean Pay Gap



Median Pay Gap



For the purposes of Gender Pay Gap reporting, pay is expressed as an hourly rate and is calculated taking into account ordinary pay and the weekly working hours for relevant employees.

The midpoint ranges of hourly rates within SG Ltd are close however there is an imbalance in the average hourly rate between male and female employees. As is common in the sector, this gap is due to the imbalance of male and females within the company.

Bonus pay gap

Our data shows the difference between male and female earnings is:

Median -8.7% The difference in the midpoints of the ranges of bonus pay for male and female employees.

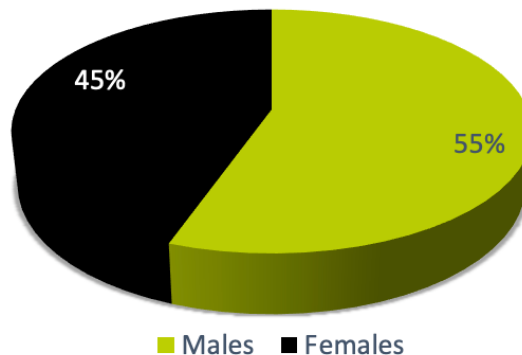
Mean 21% The difference in average bonus pay that male and female employees receive.

The % bonus gap of those who received a bonus is 6.4%. The bonus gap represents lower female representation across the senior management and sales roles across the business where higher levels of bonus' make up a proportion of remuneration.

Staff who received a bonus

Our data shows the ratio of who received a bonus by males and females.

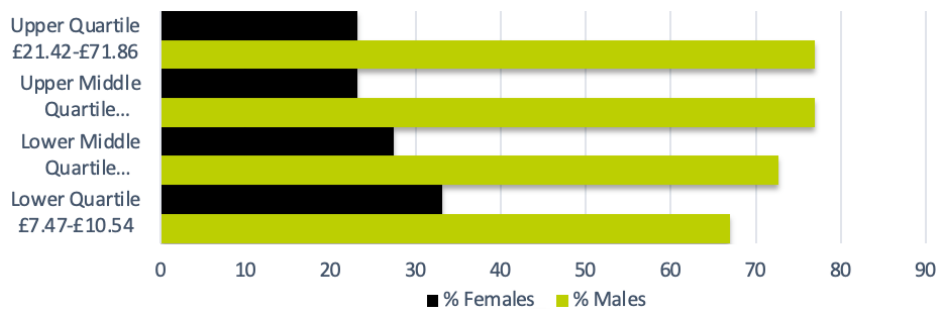
Bonus Recipients By Gender



Pay quartiles

The following chart shows the proportion of males and females in each pay quartile.

Company Pay Quartiles



Underlying causes of Gender Pay Gap

Service Graphics Ltd is diverse and operates across various sectors and industries. Employee roles include operational print and production and office functions. A large proportion of our employees work in operational roles in print and production.

Traditionally, the industry has been predominately male dominated due to the manual nature of some roles. Overall, our gender breakdown within the business is 63% male and 36% female. Moreover, there are significantly more males in senior roles, with higher remuneration packages, which naturally carry higher salaries.

What are Service Graphics Ltd doing to address the Gender Pay Gap?

Service Graphics Ltd is committed to the principle of equal opportunities and equal treatment for all employees, regardless of gender or any other characteristic. Our employment strategy is gender neutral, as such we hire and promote based on merit. We continually evaluate job roles and pay grades as necessary to ensure a fair structure whilst recognising our business is diverse.

Throughout the coming year we will continue to develop our recruitment strategy focusing on bringing the right people into the business and work on aligning our employee offering across the businesses to ensure we can attract and retain the best calibre of employees, both male and female.

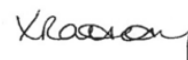
Service Graphics Ltd acknowledges that there are significant challenges in the industries which we operate in, particularly concerning the industrial nature of our business. As we continue to invest in learning, development and training programmes for employees, we anticipate that the Gender Pay Gap will be narrowed in the long term as more female employees are recruited, developed, retained and promoted within the business.

Declaration

The data contained in this report is accurate and has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Signed - Mike Holyoake,
Managing Director



Signed - Laura Rafferty,
Head of HR & Payroll